

# Michigan Rehabilitation Services Disability Management Program

The Michigan Rehabilitation Services (MRS) Disability Management Program is a statewide resource for employers/employees who need assistance with management of work-related injuries. This third-party billing service is available to independent and self-insured employers. The purpose is to maximize productivity and minimize costs associated with disabilities in the workplace.

The licensed professional staff of the Disability Management Program can assist in three major areas. In the area of **prevention**, through:

- Ergonomic assessment of existing work sites;
- Consultation on workplace design and equipment that will minimize the risk of work-related injury or illness; and
- Education to promote good work habits and a safe environment.

**Return-to-work** services are arranged and provided to facilitate early return to work for persons who have been absent due to injury or illness. This assistance is available through:

- Job analysis to determine whether an accommodation would allow return to work;
- Return-to-work assistance with same employer, or appropriate alternative;
- Coordination and interpretation of medical services;
- Post-employment consultation; and
- Transferable skills analysis to identify abilities.

**Employees** who are **at risk** of losing their job because of illness or injury are also a concern of employers. The following assistance is provided:

- Job analysis to recommend reasonable accommodations to maintain productivity for employees with limitations;
- Consultation and resource information on furniture and adaptive equipment;
- Review of essential job functions; and
- Design solutions for specific disability programs.

Additional services are provided in the areas of Americans with Disabilities Act (ADA) information, disability awareness consultation, labor market data surveys, reasonable accommodation resources, medical management coordination, occupational therapy evaluations, home accessibility evaluations, career assessments, and career counseling.

For more information, call (248) 848-7020 (voice/TTY).